GANSTER, DANIEL C. (See Schaubroeck) 1
GILLILAND, STEPHEN W. (See Schmitt) 149
HAKEL, MILTON D. (Ed.)—A Simple and Reliable Method of Scoring the Thurstone Attitude Scales, by Likert, Roslow, and Murphy. .. 689
HATCHER, LARRY (See Collins, D.) 77
HATTRUP, KEITH (See Schmitt) 593
HIGGS, A. CATHERINE (See Campion) 823
HIRSCH, AMY C. (See Mael) 719
HOGAN, JAMES B. (See Stokes) 739
JOHNS, GARY—Constraints on the Adoption of Psychology-Based Personnel Practices: Lessons From Organizational Innovation. 569
JUDGE, TIMOTHY A.—Validity of the Dimensions of the Pay Satisfaction Questionnaire: Evidence of Differential Prediction. 331
KLUGER, AVRAHAM N. and COLELLA, ADRIENNE—Beyond the Mean Bias: The Effect of Warning Against Faking on Biodata Item Variances..... 763
KOSLOWSKY, MENI (See Sagie) 629
LANDIS, RONALD S. (See Schmitt) 149
LANDIS, RONALD S. (See Schmitt) 593
LIKERT, RENSIS (See Hakel) 689
MAEL, FRED A. and HIRSCH, AMY C.—Rainforest Empiricism and Quasi-Rationality: Two Approaches to Objective Biodata..... 719
MARTINEAU, JENNIFER W. (See Mathieu) 125
MATHIEU, JOHN E., MARTINEAU, JENNIFER W., and TANNENBAUM, SCOTT I.—Individual and Situational Influences on the Development of Self-Efficacy: Implications for Training Effectiveness..... 125
MEDSKER, GINA J. (See Campion) 823
MEGLINO, BRUCE M., DENISI, ANGELO S., and RAVLIN, ELIZABETH C.—Effects of Previous Job Exposure and Subsequent Job Status on the Functioning of a Realistic Job Preview. 803
MEYER, JOHN P. (See Tett) 259
MILLSAP, ROGER E. (See Smither) 49
MULLEN, ELLEN J. (See Sackett) 613
MURPHY, KEVIN R. (See Yu) 357
ONES, DENIZ S. (See Viswesvaran) 551
PATTISON, PATRICIA (See Varca) 239
PEARLMAN, KENNETH (See Smither) 49
RAVLIN, ELIZABETH C. (See Meglino) 803
REILLY, RICHARD R. (See Smither)..... 49
ROEHLING, MARK V.—"Extracting" Policy From Judicial Opinions: The Dangers of Policy Capturing in a Field Setting. 477
ROSS, TIMOTHY L. (See Collins, D.)..... 77
ROZELL, ELIZABETH J. (See Terpstra) 27
RUSSELL, CRAIG J., COLELLA, ADRIENNE, and BOBKO, PHILIP—Expanding the Context of Utility: The Strategic Impact of Personnel Selection..... 781

RYAN, ANN MARIE (See Schmit) 105
SACKETT, PAUL R. and MULLEN, ELLEN J.—Beyond Formal Experimental Design: Towards an Expanded View of the Training Evaluation Process..... 613
SAGIE, ABRAHAM and KOSLOWSKY, MENI—Detecting Moderators With Meta-Analysis: An Evaluation and Comparison of Techniques. 629
SCHAUBROECK, JOHN, GANSTER, DANIEL C., SIME, WESLEY E., and DITMAN, DAVID—A Field Experiment Testing Supervisory Role Clarification..... 1
SCHMIDT, FRANK L. (See Collins, J.) 295
SCHMIT, MARK J., AMEL, ELISE L., and RYAN, ANN MARIE—Self-Reported Assertive Job-Seeking Behaviors of Minimally Educated Job Hunters. 105
SCHMITT, NEAL, GILLILAND, STEPHEN W., LANDIS, RONALD S., and DEVINE, DENNIS—Computer-Based Testing Applied to Selection of Secretarial Applicants. 149
SCHMITT, NEAL, HATTRUP, KEITH, and LANDIS, RONALD S.—Item Bias Indices Based on Total Test Score and Job Performance Estimates of Ability..... 593
SIME, WESLEY E. (See Schaubroeck) 1
SMITH, MARK (See White) 667
SMITHER, JAMES W., REILLY, RICHARD R., MILLSAP, ROGER E., PEARLMAN, KENNETH, and STOFFEY, RONALD W.—Applicant Reactions to Selection Procedures. 49
SNELL, ANDREA F. (See Stokes) 739
STOFFEY, RONALD W. (See Smither) 49
STOKES, GARNETT S., HOGAN, JAMES B., and SNELL, ANDREA F.—Comparability of Incumbent and Applicant Samples for the Development of Biodata Keys: The Influence of Social Desirability. 739
TANNENBAUM, SCOTT I. (See Mathieu)..... 125
TANSEY, RICHARD (See White) 667
TERPSTRA, DAVID E. and ROZELL, ELIZABETH J.—The Relationship of Staffing Practices to Organizational Level Measures of Performance..... 27
TETT, ROBERT P. and MEYER, JOHN P.—Job Satisfaction, Organizational Commitment, Turnover Intention, and Turnover: Path Analyses Based on Meta-Analytic Findings. 259
VARCA, PHILIP E. and PATTISON, PATRICIA—Evidentiary Standards in Employment Discrimination: A View Toward the Future..... 239
VISWESVARAN, CHOCKALINGAM, BARRICK, MURRAY R., and ONES, DENIZ S.—How Definitive are Conclusions Based on Survey Data: Estimating Robustness to Nonresponse. 551
WHITE, MICHAEL, TANSEY, RICHARD, SMITH, MARK, and BARNETT, TIM—Log-Linear Modeling in Personnel Research. 667
WILLIAMS, KEVIN J. (see Alliger) 525

YU, JIAYUAN and MURPHY, KEVIN R.—Modesty Bias in Self-Ratings of Performance: A Test of the Cultural Relativity Hypothesis..... 357

Book Reviews

ACUFF, FRANK L. *How to Negotiate Anything with Anyone Anywhere Around the World*. Reviewed by Frederick Sale, Jr. 898
ALLCORN, SETH. *Codependency in the Workplace: A Guide for Employee Assistance and Human Resource Professionals*. Reviewed by Phillip J. Decker and Wilford G. Miles 414
ALVESSON, MATS and WILLMOTT, HUGH (Eds.). *Critical Management Studies*. Reviewed by Karl F. Simpson, Jr. 951
ARNOLD, JOHN D. *When the Spark Fly: Resolving Conflicts in Your Organization*. Reviewed by Eugene Schmuckler 929
ASHERMAN, IRA G. and ASHERMAN, SANDRA VANCE (Eds.). *The Sales Management Sourcebook*. Reviewed by Stephen Hrop .. 463
BAEHR, MELANY E. *Predicting Success in Higher-Level Positions: A Guide to the System for Testing and Evaluating Potential*. Reviewed by Frederick Sale, Jr. 402
BASSMAN, EMILY S. *Abuse in the Workplace: Management Remedies and Bottom Line Impact*. Reviewed by Edwin Arnold 873
BECKHARD, RICHARD and PRITCHARD, WENDY. *Changing the Essence: The Art of Creating Fundamental Change in Organizations*. Reviewed by Jerri L. Frantzve 453
BERNHARD, J. GARY and GLANTZ, KALMAN. *Staying Human in the Organization: Our Biological Heritage and the Workplace*. Reviewed by Karl F. Simpson, Jr. 439
BERNSTEIN, ALBERT J. and ROZEN, SYDNEY CRAFT. *Neanderthals at Work: How People and Politics Can Drive You Crazy...And What You Can Do About Them*. Reviewed by Daniel J. Gallagher 218
BRYMAN, ALAN. *Charisma and Leadership in Organizations*. Reviewed by Henry F. Houser 419
CARROLL, JOHN M. (Ed.). *Designing Interaction: Psychology at the Human-Computer Interface*. Reviewed by Daniel J. Gallagher 433
CONGER, JAY A. *Learning to Lead: The Art of Transforming Managers into Leaders*. Reviewed by Lynn Summers 375
CRANNY, C. J., SMITH, PATRICIA CAIN, and STONE, EUGENE F. *Job Satisfaction: How People Feel About Their Jobs and How It Affects Their Performance*. Reviewed by Robert Fitzpatrick 371
DALEY, DENNIS M. *Performance Appraisal in the Public Sector: Techniques and Applications*. Reviewed by Eugene Schmuckler 926
DARMON, RENÉ Y. *Effective Human Resources Management in the Sales Force*. Reviewed by William E. Coleman 921
DENTON, D. KEITH. *Recruitment, Retention, and Employee Relations: Field Tested Strategies for the '90s*. Reviewed by Lynn Summers ... 879
ENGLAND, PAULA. *Comparable Worth: Theories and Evidence*. Reviewed by Anthony F. Buono and Mark Rosen 869

FINK, STEPHEN L. *High Commitment Workplaces*. Reviewed by Karl F. Simpson, Jr. 444
FISHER, KIMBALL. *Leading Self-Directed Work Teams: A Guide to Developing New Team Leadership Skills*. Reviewed by William E. Coleman 893
FLEISHMAN, EDWIN A. and REILLY, MAUREEN E. *Handbook of Human Abilities: Definitions, Measurements and Job Task Requirements*. Reviewed by Robert Fitzpatrick 862
FROHMAN, ALAN L. and JOHNSON, LEONARD W. *The Middle Management Challenge: Moving from Crisis to Empowerment*. Reviewed by Stephen B. Knouse 411
FUNK, JEFFREY L. *The Teamwork Advantage: An Inside Look at Japanese Product and Technology Development*. Reviewed by Martin G. Wolf 895
GATTO, REX P. *Teamwork Through Flexible Leadership*. Reviewed by John A. Lust 226
GEISINGER, KURT (Ed.). *Psychological Testing of Hispanics*. Reviewed by Stephen B. Knouse 382
GILLEY, JERRY W. and EGGLAND, STEVEN A. *Marketing HRD Within Organizations: Enhancing Visibility, Effectiveness, and Credibility of Programs*. Reviewed by Wayne K. Kirchner 225
GOMEZ-MEJIA, LUIS R. and BALKIN, DAVID B. *Compensation, Organizational Strategy, and Firm Performance*. Reviewed by Garry L. Hughes 196
HEISKANEN, HEIKKI and SWANSON, G.A. *Management Observation and Communication Theory*. Reviewed by Borje O. Saxberg 955
HELLER, FRANK (Ed.). *Decision Making and Leadership*. Reviewed by Gary W. Yunker 924
HENEMEN, ROBERT L. *Merit Pay: Linking Pay Increases to Performance Ratings*. Reviewed by Edilberto F. Montemayor 198
HILL, LINDA A. *Becoming a Manager: Mastery of a New Identity*. Reviewed by Larry A. Pace 190
HODGSON, KENT. *A Rock and a Hard Place: How to Make Ethical Business Decisions When the Choices are Tough*. Reviewed by Robert Fitzpatrick 222
HOPKINS, BILL L. and MAWHINNEY, THOMAS C. *Pay for Performance: History, Controversy and Evidence*. Reviewed by Garry L. Hughes 901
JACKSON, SUSAN E. and Associates. *Diversity in the Workplace: Human Resources Initiatives*. Reviewed by Mark L. Lengnick-Hall 368
JAPAN HUMAN RELATIONS ASSOCIATION (Eds.).
Kaizen Teian 1: Developing Systems for Continuous Improvement Through Employee Suggestions. 426
Kaizen Teian 2: Guiding Continuous Improvement Through Employee Suggestions. Reviewed by William E. Coleman 428

JOHNSON, CECIL D. and ZEIDNER, JOSEPH. *The Economic Benefits of Predicting Job Performance.* Volume 2: *Classification Efficiency*. Reviewed by Anthony F. Buono and Mark Rosen 170
KANUNGO, RABINDRA N. and MENDONCA, MANUEL. *Compensation: Effective Reward Management*. Reviewed by Edilberto F. Montemayor 903
KATZ, MARTIN R. *Computer-Assisted Career Decision Making: The Guide in the Machine*. Reviewed by Daniel J. Gallagher 866
KELLEY, KATHRYN (Ed.). *Issues, Theory, and Research in Industrial/Organizational Psychology*. Reviewed by Stephen B. Knouse 876
KNOUSE, STEPHEN B., ROSENFELD, PAUL, and CULBERTSON, AMY L. (Eds.). *Hispanics in the Workplace*. Reviewed by William E. Coleman 209
KOLB, DEBORAH M. and BARTUNEK, JEAN M. (Eds.). *Hidden Conflicts in Organizations: Uncovering Behind-the-Scenes Disputes*. Reviewed by Anthony R. Montebello 202
KOZMINSKI, ANDRZEJ and CUSHMAN, DONALD P. (Eds.). *Organizational Communication and Management: A Global Perspective*. Reviewed by Alan Clardy 942
LAWLER, EDWARD E., III, MOHRMAN, SUSAN ALBERS, and LEDFORD, GERALD E., JR. *Employee Involvement and Total Quality Management: Practices and Results in Fortune 1000 Companies*. Reviewed by Robert Fitzpatrick 890
LAWLER, EDWARD E., III. *The Ultimate Advantage: Creating the High-Involvement Organization*. Reviewed by Lynn Summers 175
LEANA, CARRIE R. and FELDMAN, DANIEL C. *Coping with Job Loss: How Individuals, Organizations, and Communities Respond to Layoffs*. Reviewed by Marlene E. Turner 212
LEATZ, CHRISTINE A. with Mark W. Stolar. *Career Success/Personal Stress: How to Stay Healthy in a High-Stress Environment*. Reviewed by Ira J. Morrow 935
LONDON, MANUEL and WUESTE, RICHARD A. *Human Resource Development in Changing Organizations*. Reviewed by Paul W. Thayer 915
LOSEBY, PAUL H. *Employment Security: Balancing Human and Economic Considerations*. Reviewed by Anthony R. Montebello 939
MASI, DALE A. (Ed.). *The AMA Handbook for Developing Employee Assistance and Counseling Programs*. Reviewed by Diane Stork ... 886
MC COY, THOMAS J. *Compensation and Motivation: Maximizing Employee Performance with Behavior-Based Incentive Plans*. Reviewed by Edwin Arnold 407
MC LEAN, J. W. and WEITZEL, WILLIAM. *Leadership: Magic, Myth or Method?* Reviewed by Lee J. Konczak 455
MINARIK, ÉTIENNE. *Individual Motivation: Removing the Blocks to Creative Involvement*. Reviewed by Gary W. Yunker 457

MITCHELL, GARRY. *The Trainer's Handbook: The AMA Guide to Effective Training* (2nd ed.). Reviewed by Phillip J. Decker 854
MUNSON, LAWRENCE S. *How to Conduct Training Seminars: A Complete Reference Guide for Training Managers and Professionals*. Reviewed by John A. Lust 450
MURPHY, KEVIN R. *Honesty in the Workplace*. Reviewed by J. William Townsend 883
NADLER, DAVID A., GERSTEIN, MARC S., SHAW, ROBERT B. and Associates. *Organizational Architecture: Designing for Changing Organizations*. Reviewed by Larry A. Pace 909
NATIONAL ACADEMY OF ENGINEERING, NATIONAL RESEARCH COUNCIL. *People and Technology in the Workplace*. Reviewed by Jay C. Thomas 205
NEWMAN, JOHN. *How to Stay Cool, Calm and Collected When the Pressure's On: A Stress-Control Plan for Businesspeople*. Reviewed by Ira J. Morrow 229
NILSON, CAROLYN. *How to Start a Training Program in Your Growing Business*. Reviewed by Andrew J. Vinchur 436
PATRICK, JOHN. *Training: Research and Practice*. Reviewed by Eugene Schmuckler 183
PESTONJEE, D. M. *Stress and Coping: The Indian Experience*. Reviewed by M. Peter Scontrino 465
PHILLIPS, JACK J. *Handbook of Training Evaluation and Measurement Methods* (2nd ed.). Reviewed by Silvia Swigert and Janet L. Kottke 859
PORTER, LYMAN W. and ROSENZWEIG, MARK R. (Eds.). *Annual Review of Psychology, Vol. 44, 1993*. Reviewed by Theodore Kunin 465
REA, LOUIS M. and PARKER, RICHARD A. *Designing and Conducting Survey Research: A Comprehensive Guide*. Reviewed by Wayne K. Kirchner 443
ROBERSON, CLIFF. *Hire Right/Fire Right: A Manager's Guide to Employment Practices that Avoid Lawsuits*. Reviewed by Mark D. Harris . 461
RUSSELL, PETER and EVANS, ROGER. *The Creative Manager: Finding Inner Vision and Wisdom in Uncertain Times*. Reviewed by Mark D. Harris 215
SACKMANN, SONJA A. *Cultural Knowledge in Organizations: Exploring the Collective Mind*. Reviewed by Gail S. Russ 395
SANNO MANAGEMENT DEVELOPMENT CENTER (Ed.). *Vision Management: Translating Strategy into Action*. Reviewed by Borje O. Saxberg 180
SCANNELL, EDWARD E. and NEWSTROM, JOHN W. *Still More Games Trainers Play: Experiential Learning Exercises*. Reviewed by Robert D. Dugan 233
SCHEIN, EDGAR H. *Organizational Culture and Leadership* (2nd ed.). Reviewed by Gail S. Russ 919
SHEPPARD, BLAIR, H., LEWICKI, ROY J., and MINTON, JOHN W. *Organizational Justice: The Search for Fairness in the Workplace*. Reviewed by Marlene E. Turner 932

SIBSON, ROBERT E. *Strategic Planning for Human Resource Management*. Reviewed by Lee J. Konczak 430
SRIVASTVA, SURESH, FRY, RONALD E. and Associates. *Executive and Organizational Continuity: Managing the Paradoxes of Stability and Change*. Reviewed by Gary W. Yunker 404
STACEY, RALPH D. *Managing the Unknowable: Strategic Boundaries Between Order and Chaos in Organizations*. Reviewed by Jay C. Thomas 911
STOLOVITCH, HAROLD and KEEPS, ERICA J. (Eds.). *Handbook of Human Performance Technology: A Comprehensive Guide for Analyzing and Solving Performance Problems in Organizations*. Reviewed by Martin G. Wolf 186
SULLIVAN, JEREMIAH J. *Invasion of the Salarymen: The Japanese Business Presence in America*. Reviewed by Martin G. Wolf 386
THORNTON, GEORGE C., III. *Assessment Centers in Human Resource Management*. Reviewed by Seymour Adler 447
TRACEY, WILLIAM R. *Designing Training and Development Systems* (3rd ed.). Reviewed by Joyce E. A. Russell 390
VAN GUNDY, ARTHUR B. *Idea Power: Techniques and Resources to Unleash the Creativity in Your Organization*. Reviewed by Wayne K. Kirchner 946
VAN VELSOR, ELLEN and LESLIE, JEAN BRITTAIN. *Feedback to Managers. Vol. I: A Guide for Evaluating Multi-Rater Feedback Instruments.*
Vol. II: A Review and Comparison of Sixteen Multi-Rater Feedback Instruments. Reviewed by Philip G. Benson 399
WARME, BARBARA D., LUNDY, KATHERINA L. P., and LUNDY, LARRY A. (Eds.). *Working Part-Time: Risks and Opportunities*. Reviewed by Janet L. Kottke and Judy Weeks 422
WEITZUL, JAMES B. *Evaluating Interpersonal Skills in the Job Interview: A Guide for Human Resource Professionals*. Reviewed by Garry L. Hughes 380
WEXLEY, KENNETH N. and SILVERMAN, STANLEY B. *Working Scared: Achieving Success in Trying Times*. Reviewed by Lee Konczak 948
WRIGHT, ROBERT S. and WRIGHT, DEBORAH GEORGE. *Creating and Maintaining the Drug-Free Workforce: A Manager's Guide to Confronting Alcohol and Drug Problems*. Reviewed by Ira J. Morrow 905
ZEDECK, SHELDON (Ed.). *Work, Families, and Organizations*. Reviewed by Diana Stork and Phillip J. Decker 192
ZEIDNER, JOSEPH and JOHNSON, CECIL D. *The Economic Benefits of Predicting Job Performance*.
Volume 1: *Selection Utility*.
Volume 3: *Estimating the Gains of Alternative Policies*. Reviewed by Anthony F. Buono and Mark Rosen 170